Rank & File Convention, p. 6-7

CONVOY DISPATCH

October 1984
No. 47

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Negotiations Slated for December

Employers Gearing Up for NMFA Early, Time for Membership Action is Now

The National Master Freight Agreement is up for grabs, and now is the time for membership action to protect and improve it. Contract proposal meetings are being held in locals as they have been instructed to have them in by October 10. Meanwhile the negotiating committees for the various supplements have been assembled. An early meeting between TMI (Trucking Management, Inc.) and the International Union has been set up.

The employers are prepared. TMI has been taken over by the so-called 'big four' carriers—Roadway, Ryder/PIE, CF, and Yellow—and initial reports are they want a UPS-style deal with the union. This means they will offer the carrot of a small wage increase to try to sell it to the members, while they keep the cost of living clause (stolen in 1982) and control over all job issues such as the use of brokers, subcontracting, double breasting, unlimited use of casuals, and the rest.

McLean Wants Two-Tier

An internal memo from top McLean management indicates they want even more concessions, including part-time help and the "two-tier" agreement to pay new hires a permanent lower rate. CF is making its plans known more directly by diverting union line haul jobs to non-union brokers. And TMI is even putting out their own contract bulletins (the "Truckers Digest") to soften up the members and spread scare stories.

So we need to prepare *now*. Do you want a 50c (or whatever) raise and in return see the contract continue to go downhill? All reports are that Jackie Presser will be ready to make this deal, and will try to do it secretly. Remember, this is the same man who signed the relief rider last year that we voted down 94,000 to 13,000. And if he does sign with the big carriers, what happens to all those working for small outfits? Will they be left out in the cold? Current reports are that TMI and MCLAC (Motor Carrier Labor Advisory Council) only represent about 50 carriers.

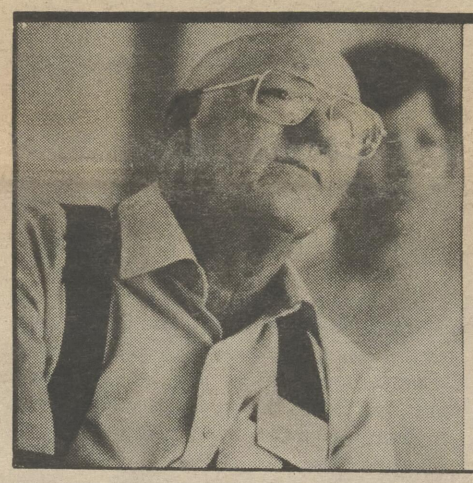
Membership Action

Concerned Teamsters are not going to sit back and wait. We are getting together at the TDU Rank and File Convention on October 13-14 in Chicago to make national plans. Send a delegation from your local union and your terminal.

This is the starting point for a good contract. We need to get in good demands from a number of locals, and many members report they are doing just that.

We need to get our locals on record behind these demands. The International Union just admitted in federal court that this pressure does have an impact on bargaining. Both TMI and Presser will be watching the membership. They don't want to see an agreement go down in flames again like the rider.

Many members think the contract is far off. Think again. Presser has already negotiated the UPS pact long before its expiration date, and an early meeting is set with TMI. The employers are gearing up. Let's get prepared, like we did last year for the rider. It's our future that is at stake.



I'll Be There

Sam Fenn
Local 63, Hadley Auto Transport
Long Beach, California

I'm coming to the TDU Convention because I want to be part of the job of cleaning up our union. We Teamsters don't get paid to do this, we just believe in a more democratic union with better contracts and better representation. I think the Convention can help build solidarity among all Teamsters.

TDU Defeats Presser in Court

Contract Vote Ruled Illegal

The verdict is in. Jackie Presser violated federal law when he used secrecy and a quickie ballot to try to railroad through a contract covering the 90,000 Teamsters employed at United Parcel Service. The ballots were impounded and voided, and a new vote will be held on the same contract offer with ballots going out on or about October 4.

"This is a very significant victory for all Teamsters. It not only preserved our right to a reasonable period of debate on contract proposals, but it also proves that with some coordinated effort we can win," said Dominick Buscemi, TDU International Steering Committee member of Allentown, Pennsylvania Local 773.

He went on to say that, "Presser's reluctance to allow debate obviously stems from his embarrassing defeat when he tried to reopen the Master Freight Agreement last year. His arrogance and incompetence clearly demonstrate the need for this important step to protect our rights."

Presser has bargained two contracts since he was appointed president, first the relief rider and now the UPS contract extension. In both of them he secretly cut the deal by himself. This time he also secretly printed up ballots and mailed them out before anyone knew what was going on.

TDU and four UPS employees went to court, both to get a new vote on this contract and to safeguard the rights of *all Teamsters*, for this contract and *for the future*. The four plaintiffs—Bill Bauman of St. Louis, John Braxton of Philadelphia, Jerry Gaimari of Springfield, Massachusetts and Jim Wardell of Galesburg, Illinois—said in their victory statement, "We have given up a lot over the years. We've lost our cost of living clause. We've lost the union principle of equal pay for equal work. We've lost full time jobs. And all

continued on page 9

TDU Convention
October 13-14
Chicago, Ill.

★ ★ ★

Emergency Contract Meetings
See page 6-7

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From the Members

Labor Day: Real Meaning Lost?

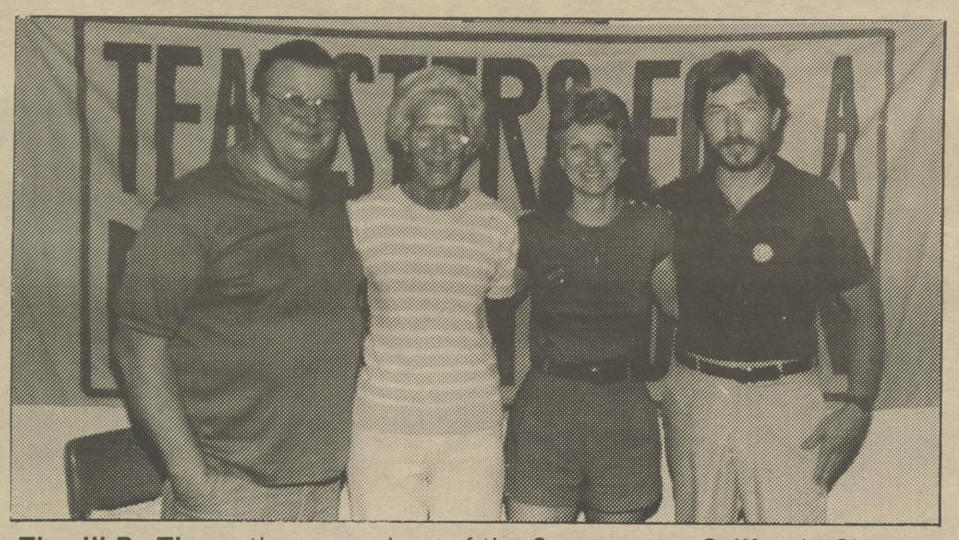
As we celebrate Labor Day, I thought we should keep in mind that this day is to honor the "victory" of the labor movement. The real meaning of Labor Day gets lost in all the political manipulations. Four more years with Reagan and we will have nothing to celebrate come Labor Day 1988.

I am utterly galled with Jackie Presser, leader of our labor union, giving the whole Teamster Union endorsement to a union-busting, anti-labor, pro-management man like Ronald Reagan.

The "Presser Specialty" is getting real close to home, too. He is now in the process of selling out UPS rank and file employees. He is trying to sell us a new contract nine months before the old one is up. A $1,000 signing bonus for an extension of a worthless contract and no job security is Jackie's way of dealing with UPS.

Another part of Presser's Preference Poll was concerns of labor. The biggest concern of the rank and file is corruption, and the non-representation of Teamsters by *unelected Teamster officials*. As a dues-paying Teamster, I say, *you*, Jackie Presser, have no right to sell my vote to anyone. So as Labor Day passes, remember, the victory is slipping, and the union-breaking and sell-out by men like these will spread the erosion even faster. Happy Labor Day.

Laura M. Davis
Local 164
Adrian, Michigan



They'll Be There: these members of the Sacramento, California Chapter will be travelling to the TDU Convention in October to represent their Chapter. From left Transcon driver Pete Sercombe, his wife Hazel Sercombe, UPS package car driver Donna Penney and beer driver Mike Tobin.

Panel Changes Are Needed

I would like to comment on the article by Bill Brooke on the petition drive which appeared in the July *Convoy Dispatch*.

I agree with him and feel we should try to get this procedure nationwide. If every joint council would provide the rank and file members with the information on the grievance procedure, I believe that the members might feel that the grievance procedure would work.

It would also inform the members of how each BA was voting. It would be the same as the news media publishing how the Senate and House vote in government.

When it came time to elect a BA, which a few locals still have the right to do, the one that does the most for the members would get elected. Maybe then we could get a little more representation for our dues.

John T. Cotton
Local 20
Maumee, Ohio

Donation to *TDU* Given in Memory of Father

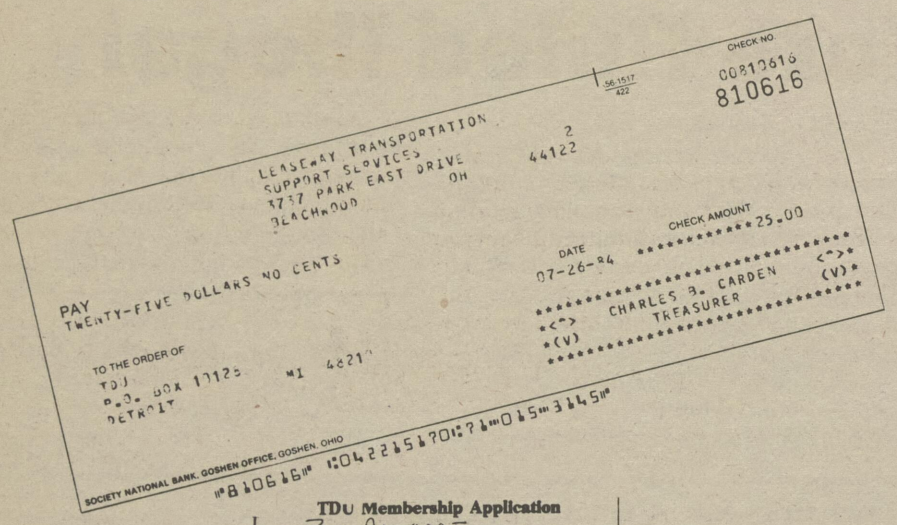
Enclosed please find my check for $125. I am donating this in the memory of my father, James J. McLarney, who died last January. He was a union activist, long time union supporter, and for a short time a Teamster in Connecticut.

After his death, my fellow employees took up a collection and presented it to me. I have been looking to donate it to an appropriate organization.

I am sure that my dad would have approved of your efforts.

Terry McLarney
Holbrook, Massachusetts

One Check We Won't Cash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TO THE ORDER OF TDU P.O. BOX 11125 DETROIT MI 4821
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TDU Membership Application

Name BILL ALLPORT Local Union # ___
Address 3700 PARK EAST BLVD
City CLEVELAND State/Prov OHIO Zip 44122
Phone ___ Company ___
City ___ Road ___ Dock ___ Clerical ___ Warehouse ___
Construction ___ Production X Other ___

$25 membership fee for one year's membership & subscription to CONVOY DISPATCH.
$60 three year membership fee. ($10 of this shall be rebated to the local chapter.)
$15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.
Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
TDU membership is kept confidential from employers and union officials.

Leaseway labor relations attorneys know where to get the news. That's why one of them filled out a TDU application to get **Convoy Dispatch**. It's one check we'll never cash. They'll have to keep getting theirs from their good pal Jackie Presser.

TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Bilal Chaka, #692
Organizer:
Ken Paff, #407
Trustees:
Dom Buscemi, #773
Mike Friedman, #407
Maralee Smith, #142

Members:
Jerry Bliss, #337
Cliff Coonley, #600
Jerry Gaimari, #404
Linda Gregg, #435
Charles Helton, #515
Kyle Ray, #413
Jim Wardell, #710
Alternates:
Emil Abate, #853
Brian Elliott, #966

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights**, then how about joining us?

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

Using Section 405 to Defend Truck Safety

OSHA: Mixed Record on Enforcement

In the year and a half since the enactment into law of the TDU-sponsored truck safety act, OSHA, the agency which enforces it, has had a mixed performance record.

The truck safety "whistleblower" law passed as Title IV of the Surface Transportation Assistance Act and became Section 405 of OSHA. It gives truck drivers who seek to enforce safety regulatons protection from employer retaliation. Under this law employees who feel that they have been discriminatorily discharged or disciplined because of invoking a safety right or because they have followed Department of Transportation regulations may file a complaint with OSHA.

One example would be the driver who refused to drive a truck with faulty brakes and received a three day suspension.

If a driver wins with OSHA he could be reinstated, given back pay, damages, costs and attorney fees. Further, the Labor Department could slap a cease and desist order on the employer.

Best Protection

But although some drivers have won under OSHA, the administrative hurdles remain high. The best source of protection under the act is that even if OSHA finds no merit in the driver's complaint, he still has the right to a hearing before an administrative law judge. Another excellent advantage is that there is no deferral to grievance panel decisions. In other words, even if you lose in the grievance procedure you can still use this protection.

Your complaint must be filed with OSHA within six months of the disciplinary action. If your case gets beyond the preliminary stage OSHA will investigate the complaint much as the National Labor Relations Board would an unfair labor practice.

OSHA will do a preliminary investigation of your complaint to decide if it has merit. They then send a letter to the employer giving them a chance to respond. Following this they will either rule in favor or against the driver.

If You Win

If they do issue a meritorious finding it means that you have won your case. The employer can appeal, but even if they do, you will be put back to work. If the case is appealed a hearing will be set later before an administrative law judge. At the hearing OSHA will represent you, but you may also bring your own attorney. The Secretary of Labor has the final authority to approve or disapprove the judge's findings.

If they issue a finding of no merit it means that you have lost and then have 30 days to file an objection. By objecting you get a hearing before an administrative law judge and a trial will be held. You will either have to represent yourself or have an attorney. This is an important right.

Examination of the record over the past year shows that OSHA seldom finds merit in submitted complaints. In the first half of 1984 253 complaints were filed and there were still 33 pending from 1983. Of these 286 complaints 192 have been disposed of and only eight have been found to have merit. The remainder are still under investigation. 73 of the 192 complaints were screened out preliminarily, and another 63 were withdrawn.

This process cuts complaints that are filed too late or do not fit under the law. OSHA will advise withdrawal if they feel your case has no merit. The advantage to withdrawing is that the employer will never know about the complaint. But remember that it is possible to win through the appeals procedure.

Also, as stated above, a finding of no merit only means that you may file objections and have a hearing before an administrative law judge. (Of the 25 found without merit in early 1984, only two have completed the hearing process. Of these, one driver actually won—he was reinstated with full back pay—and the other lost.)

A sampling of some of the cases found meritorious by OSHA gives an idea of what they will support. In *Richard Nix v. Nehi RC Bottling Co.*, a driver was ordered reinstated with pay after he was discharged when he filed a complaint with the South Carolina Department of Labor regarding unsafe vehicles.

In another case, driver Ray Hilton was disciplined for refusing to accept a trip that would have kept him out over his log book hours. He was compensated. In another case, a driver won who was fired for refusing to drive a truck with a cracked axle and bad brakes. In this case (*Donovan v. Pollville Mill Collars*), the driver also was awarded damages, which is possible under this act.

TDU Will Help

The TDU Washington office remains ready and willing to advise and help drivers concerned with safety and those who want to exercise their rights under OSHA Section 405, which we fought for years to get into law.

Roadway Dockworker Wins Backpay, Beats Harassment

Konstantine Petros, dockworker at Roadway Express, has won a major victory against the abusive use of Roadway's disciplinary system at their Toledo terminal.

Petros had been fired from his position at Roadway in 1982, allegedly for his overall work record. He took his case to the Joint Area Grievance Committee and won reinstatement but failed to recover backpay for the 17 days he was out of work.

Now, an administrative law judge for the NLRB has ruled that Petros be given his back wages with interest, that the 17 warning letters issued to Petros be removed from his record, and that an order be posted at the Toledo terminal in which Roadway admits committing unfair labor practices and promises not to interfere with employees' concerted activities.

Letters Were Fabrications

The judge found that Roadway supervisors were, "Ordered to letter Petros until he straightens out, quits, or is fired," and that, "Roadway's true motivation in lettering Petros to the extent it did was over his concerted protected activity." The judge went on to state that, "Some of the letters given to Petros were fabrications."

In 1982 Petros had filed and won NLRB charges which resulted in an order to Roadway to reinstate the general purpose bulletin board on which TDU literature had been posted. Petros had been extremely active in union and TDU activities. Most recently, he joined with 90 other workers to form the Roadway Workers Association to fight the imposition of a flexible workweek in the Toledo area. A lawsuit on the flex week is pending in federal court.

Judge ruled that Roadway manager was not "a credible witness."

The judge's ruling can only reinforce Roadway and other workers' suspicions that their employers often use petty letters and outright fabrications to single out certain individuals for discipline. The judge ruled that the testimony of Petros and his co-workers was credible.

But, the judge found that Ivan Hoffman, terminal manager at the time of the labor board violations and now district manager, was "not a credible witness. His demeanor impressed me of being a man who could place a great deal under the umbrella of a 'business decision' or 'business necessity,' including being less than candid under oath."

Petros stated, "People here at Roadway are very excited about this decision. The most significant thing about the ruling is that if you're a union or TDU activist, and are upfront about it, you won't necessarily be hurt for it. My TDU activity and vocally standing up for my rights protected me."

Fact Finders to Postal Service: No Two-Tier

Fact finding arbitrators called into the stalled contract talks between the US Postal Service and the Mail Handlers Union have ruled that the Postal Service should give it's workers a $2,000 pay raise over the next 3 years and drop its demand for a two-tiered wage system. The Postal Service had demanded a 3 year wage freeze and a new wage structure that would pay new hires less.

The arbitrators also ruled that the Postal Service drop its demands to cut COLA, reduce sick pay and modify employees classification and benefits plan.

Lonnie Johnson, President of the Mail Handlers Union, claims the arbitrator's rulings are a breakthrough for all the unions involved in negotiations, as the arbitrator's rulings go right to the heart of the employer's strategy to cut labor costs.

The Postal Service wanted to slash new hire rates by 23% compared to senior employees. The arbitrators said, "the evidence wasn't persuasive that a two-tier system is necessary or desirable."

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Local 707 Members Attend Hearing

Grievance Attacks Recycling

by Eddie Hernandez
Local 707
New York City

On July 12, 1984, Richard Ervin, a member of Local 707, went to a grievance hearing before the New York/New Jersey Joint Area Interpretation Committee. Richard's grievance addresses, among other issues, "recycling."

Recycling is a pervasive practice in the trucking industry in which the companies work you just short of making seniority. For example, in the New York/New Jersey Area Supplemental Agreement to the NMFA, you have to work 16 days within any 60 consecutive day period in order to make seniority. In other areas it may vary slightly but, nevertheless, the abuse is the same.

In Richard's case, he has been recycled four times by the same employer. There are very interesting things to note in this hearing. The most important thing being solidarity, and another being the wide-ranging effects of recycling on so many Teamsters. Eleven witnesses came on behalf of Richard, including TDU members.

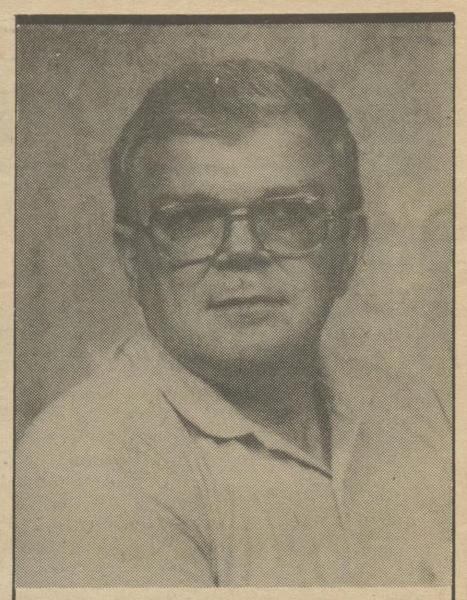
In the beginning of the hearing the 11 witnesses walked in together. We found ourselves in a room with about 30 representatives and it was difficult to tell whether they were union reps or management reps.

We were asked by the union chairperson in what capacity we were there. We explained we had standing in this case both as witnesses and spectators because of the wide-ranging impact on so many Teamsters. After this explanation, we were told this wasn't the manner in which this panel was conducted and if witnesses were needed, they would be called in one at a time. However, we explained to the chairperson that we were never given the rules of procedure by which this panel is conducted, and also that Teamster members should be allowed to sit in on these panel hearings.

After about 10 minutes of discussion with the chairperson, we decided to leave the room. The panel deadlocked on the issue of timeliness in which the grievance was submitted.

It's now going before the Eastern Conference JAC in Virginia Beach, Virginia where they will rule on the timeliness of the grievance. I'm not sure what the outcome will be, but I am sure that the practice and abuse of recycling has to be dealt with. As long as these companies can abuse one group of workers, it affects other groups as well. This is the premise upon which unions were established in this country, "An injury to one is an injury to all."

Delegation attending the grievance hearing.



I'll Be There

Sam Talbert
Cook Motor Lines
Local 175, Charleston, W.V.

I became a Teamster in 1951 and have been with the company that I am employed with since 1956. During this time [until I joined TDU] I never realized that I had rights as an employee, or as a Teamster member.

You may not always win but it is a good, secure feeling in knowing you don't stand alone, and knowing how to fight back legally with TDU's guidance.

To be informed about our union and your rights, every Teamster should be a member of TDU and plan to be at the Rank and File Convention.

Know Them Before You Run:

Your Rights in Local Union Elections

It's election season in many local unions, and while the national TDU does not endorse candidates, many TDU members and other Teamsters do contact us for help in enforcing their legal rights. We provide here a brief checklist of rights concerning local union elections. This is not a comprehensive manual, but a basic checklist. It is based on established rights under the IBT Constitution and federal labor law (US law; therefore there are some slight differences in Canada).

• *You have a right to run.* Eligibility requirements in many cases have been thrown out. Many local bylaws have a requirement of attendance at 50% of the local union meetings over a two year period. This is virtually unenforcable, and TDU has aided many people in overcoming this rule. It has been struck down by the Supreme Court in cases where it rules out the vast majority of members.

The "continuous good standing for 24 months" rule is valid and can be enforced. But if you are on a check off, and the employer failed to make a payment or made it late, the rule cannot be enforced against you. So you have broad rights to run for office.

•*You have a right to campaign.* You have the right to visit barns and shops, distribute your flyers, hold meetings, etc. The same goes for your supporters. Interference with these rights by employers or union agents are serious violations.

•*You have a right to equal access.* If an employer allows the incumbent to walk into the shop to campaign, he must allow you equal access. In general, no employer or union hall can play favorites in any way. Union officers and agents cannot campaign on union time, but the US Department of Labor allows "incidental" campaigning while they are performing their duties. You also have certain protections (though not an absolute right) concerning a leave of absence from work to campaign.

Know your rights beforehand and be ready to ask for them. For more information contact the TDU office.

•*You have a right to equality in the use of union funds.* If the union officers load up the union newspaper just before the election with their pictures, you may have a right to immediate relief through the courts. Union dues, including publications, etc, are not to be used for promotion of any candidacy.

•*You have a right to campaign where you work.* An employer cannot legally enforce a "no campaigning on our property" rule against its own employees. You have a right in non-work areas during non-work times to campaign or distribute campaign materials at your own place of employment.

•*You have a right to do mailings to the members.* You can prepare it and mail it to the rank and file. You will have to pay a small fee for the labels (generated by the TITAN system), and a small mailing fee, and you have to pay the postage. You have a right to do such mailings at any time after you declare your candidacy, you do *not* have to wait until after the nominations meeting. You have a right to do as many mailings as you want (and can afford) and also to do selective mailings (such as only to distant zip code areas, etc).

•*You have a right to inspect the membership list.* This may be useful to check over. You may be denied, however, the right to copy the list.

•*You have a right to free speech.* The union cannot restrict or censor what you say or print. No union charges may be brought against you, even if you libel your opponent. (The only recourse would be to sue for libel). The same applies to your opponent, of course.

•*You have a right to monitor every stage of the election.* From ballot printing, to counting, including dealing with mailings and absentee ballots.

•*You have a right to protest before the election.* All infractions should be protested within 48 hours of when they occurred or when you become aware of them, to the secretary treasurer of the local union.

•*You have a right to protest after the election.* After the election an appeal must be made within 72 hours to be timely, to the secretary-treasurer of the joint council. You should briefly list each item you wish to protest, and cover all of them. If you are turned down, you have a right to go to the US Labor Department, 90-120 days after you first protest, or within 30 days of your final rejection by the IBT.

•*Note:* This is only a checklist of many of your rights, not a comprehensive guide. You may obtain some useful publications from TDU on this subject. Also be aware that in many cases you have to ask for your rights or you lose them. And of course it is normally best to ask via certified mail to assure a record of it. For more information, contact the TDU office or a local TDU Chapter.

Comparison of UAW and IBT Contracts

Who's "Caving In"?

	UAW/GM	IBT/UPS
Wages	2.25% (about 30c) hourly raise. In next 2 years, paid in lump sum amounts.	68c in 1st year. 50c in each of next 2 years, instead of COLA.
COLA	Full COLA, paid 4 times a year on a ''.26 formula'' (better than any IBT agreement). Diversion of 1c each time to benefits. Total pay increase should be $2 or more, figured at a modest inflation rate of 6%.	COLA given away in last contract. ''.3 formula'' (the smaller the number the better) paid once a year. Unlimited diversion to H& W fund. If any money left after diversion, it still won't be paid unless excess is over 50c, which is highly unlikely. Total COLA should be: zero.
Pensions	30 and out at any age. Benefits increased from $935/month to $1,200/ month during the life of the contract. Payable at any age. (Reduced for Social Security.)	Will stay the same as at present, (about $775/ month in Central States). Will adopt any changes per National Master Freight Agreement. Total increase: zero.
Time Off	One new holiday (July 5)	No Change
Two-Tier Wages	None.	1982 concession of approximately $4/hr. cut for all future part-time new hires, extended.
Profit Sharing/ Bonus	Continued profit sharing (paid $640 last year). $180 bonus upon signing of the agreement.	$1,000 to full time, $500 to part time. One time only.
Job Security	Contract language improvement. Retraining program for displaced workers and improvements in Supplemental Unemployment Benefits (which currently pay 89% of average earnings when member is laid off).	No change.

Although the UAW settlement is far superior to Presser's proposed contract at UPS, especially with its full COLA clause and pension improvements, many auto workers are not satisfied with it. One member of the 11 member National Bargaining Committee is recommending a no vote, and it may even be rejected by the rank and file, who want better protection for their jobs.

Ironically, Presser blasted the UAW leadership for ''caving in'' during their last contract, in the July/August edition of the ''Ohio Teamster.'' Presser went on to urge that the UAW in their ''so-called negotiations,'' to not let the auto companies get away with concessions, and remarked that, ''Maybe this time the UAW will stick to its guns and force the companies to let the members taste a little of the good times.''

Freight Lines

Consolidated Freightways Illegal Rule Stopped.

Drivers and dockmen at the Fremont, Indiana breakbulk were surprised to find a new rule in September posted that they could not wear hats or other insignia to support the reform slate running in Local 414. It seems CF is very happy with the incumbents. Quick action by drivers along with TDU attorney Steve Laudig got the NLRB into action and forced CF's home office to order the rule rescinded, and one driver put back to work with full back pay.

CF Diversion Continues.

Diversion of road work to non-union leasors at CF continues unchecked, with drivers out west getting increasingly angry over sitting home while the brokers run over them, reports Cheyenne, Wyoming and other terminals. Grievances and complaints continue to go into the IBT.

Roadway continues to expand the same practice out of the Stroudsburg, Penn. breakbulk. ANR is getting into the act, sending freight from Indiana and Memphis down to Texas, costing more union jobs. This is most definitely a problem that needs to be resolved soon or won in the contract, or we can kiss thousands of jobs goodbye forever.

Signal Contract Separate.

It's no secret that Signal Delivery wants to get its workers separated from the national bargaining unit this time and get a sweetheart deal. Why then did some local unions in Ohio and Michigan play into their hands by holding the Signal drivers contract proposal meetings separate from other freight Teamsters? The only contract the drivers have ever voted on is the national contract, and their agreement contains the exact wording of the NMFA.

Meanwhile, the fight for job protection at Signal goes on stronger as the contract approaches.

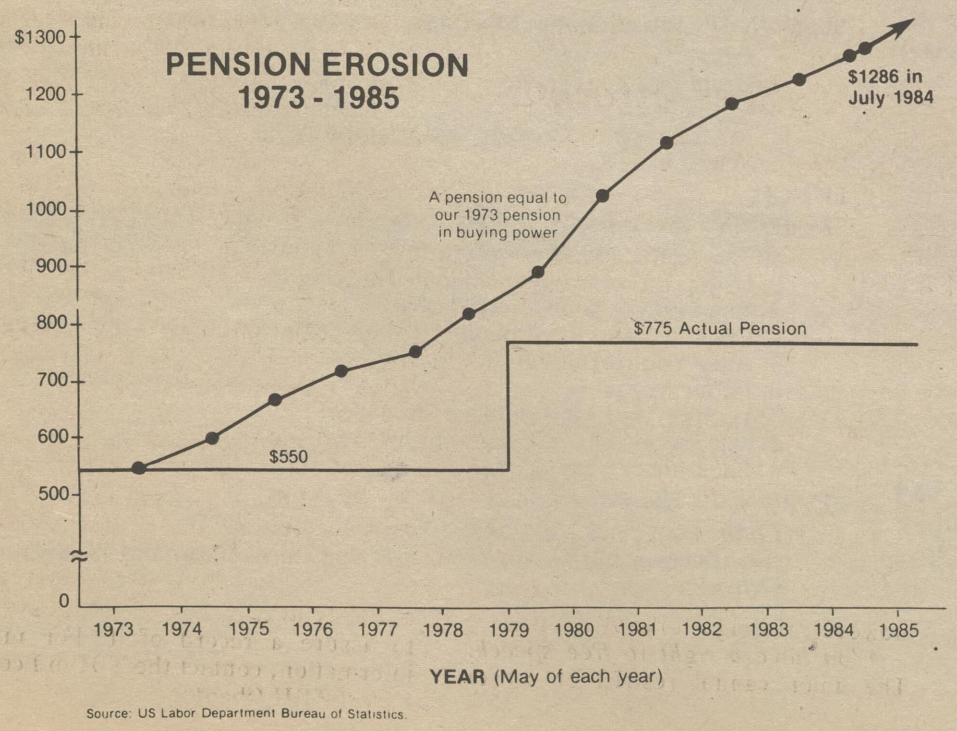
St. Joe, Michigan drivers are still fighting to be paid for *all* loads diverted to sleeper teams (in violation of the contract) while the company is trying to reduce them to paying just 69 such loads, a small fraction of what they owe. The drivers will not give up on this one.

At Findlay, Ohio Signal seems to have started a little steel division by splitting a team driver off and pulling loads out of US Steel in Pittsburgh. He sits in the mill for two hours, unpaid. There is concern that this is yet another foot in the door to take the work away from Signal drivers under the NMFA.

Portland Garrett Clears Board, Brings in Casuals.

Members of Local 81 at ANR-Garrett in Portland, Oregon are pulling together to let management know that their moves in recent months are not being taken lying down. Ever since ANR-Garrett was able to clear its board a short while ago, it has been using 10 to 20 casuals a day. When recall notices were sent out to about 70 of its laid off workers, only about a half dozen came back to work. The reason was that two years ago Garrett recalled about 40 from layoff but only worked them one or two days a week. When the latest recall went out, very few were willing to take the risk of such little work. Now that ANR-Garrett cleared its board, it is using casuals to beat the band.

The good-sized turnouts at the Local 81 meetings should be putting the local officers and BA on notice that these problems are to be taken care of.



Source: US Labor Department Bureau of Statistics.

Pension Increases Needed

This chart shows the best possible pension under the Central States, Southeast and Southwest Areas Plan (covers the Central, Southern and parts of the Eastern Conference), compared to what it **would have taken to have a pension of equal buying power to the 1973 pension**. The rates given are for retirement at age 60 with 20 years.

To have a pension **just equally good** to the 1973 pension of $550, we would need one of $1,286 in July 1984. This shows how badly our pensions have lagged behind and provide less and less each year.

The Western Conference of Teamsters pension plan uses a more complicated payout schedule, but the results are comparable. In the Northeast there are a number of smaller pension plans. Most of them pay comparable amounts but some pay considerably more.

The point is that with only **one** pension increase in 12 years (and that being almost six years ago) inflation is eating the value of our pension away. It's time for a major increase in this contract. The United Auto Workers just negotiated a 30-and-out (at any age) pension of $1,200 per month. A GM worker can retire at 50 (or any age) with 30 years service and get $1,200, with medical coverage. (The pension is reduced after social security kicks in to provide the same amount.) Let's tell the International Union we expect comparable results in our contract—a pension Teamsters can retire on with dignity and pride.

9th Annual Rank & File Co

FRIDAY — EARLY EVENTS

This year Friday will be a special day at the Convention. There will be two special workshops, one on the history of TDU, and also a very special presentation by Cornell University Professor of Labor History Nick Salvatore on the 1934 Minneapolis Teamster Strikes, what it took to build the Teamsters Union, and where we stand today. If you can, try to make it for these and the other special events on Friday.

EARLY REGISTRATION 12 noon - 5:00 pm
HOSPITALITY ROOM 12 noon - 5:00 pm
SPECIAL WORKSHOPS 12 noon - 2:00 pm

- ***Presser's Policies and the Right to Vote***

  A review of Jackie Presser's policies and direction. Where is the union going? Also, discussion of what is needed to win the right to vote for General President.

BREAK AND VIDEO SHOWINGS 2:00 - 3:00 pm (Descriptions below)

- ***Next Time We'll Win***
- ***Labor's Turning Point***

SPECIAL WORKSHOP 3:00 - 5:00 pm

The History of TDU

How did TDU get started, and how has it grown since the first days in 1976? This workshop will explore the event and happenings that led Teamsters to form a national organization with the aim of making our union stronger.

ORIENTATION FOR CONVENTION VOLUNTEERS 5:00 - 6:00 pm
VIDEO AND FILM SHOWINGS 6:00 - 7:00 pm

- ***The Last Pullman Car***
- ***Next Time We'll Win***

WIVES RECEPTION 6:00 - 7:00 pm
DINNER 7:00 - 8:00 pm

SPECIAL SESSION 8:00 - 10:00 pm

This year labor historian Nick Salvatore will give a special presentation on the early history of the Teamsters Union, what it took to build the union, what Teamster members faced in the 1930s, and what it could mean for strengthening our union today. Bring your questions and comments.

RECEPTION AND CASH BAR 10:00 - midnight
WOMEN TEAMSTERS MEETING 10:00 - 11:00
SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7:00 - 8:00 am

SPECIAL EVENTS

Video Showings: ***Labor's Turning Point,*** a videotape of the film on the Minneapolis Teamsters' Strike of 1934, will be shown at various times throughout the Convention. Also shown will be ***Next Time We'll Win,*** a video on the struggle by Teamsters at Vroman's Foods in Toledo, Ohio, for a decent contract.

Special Film: ***The Last Pullman Car.*** A 56 minute color film on the closing of the last factory in the United States to manufacture subway and railroad passenger cars. This film shows the dramatic efforts of the Pullman workers to save their jobs.

Special Saturday Night Speaker: Studs Terkel, Chicago radio commentator and noted writer, will be our speaker at the Saturday evening banquet. In his books, *Hard Times: An Oral History of the Great Depression* and *Working: People talk About What They Do All Day and How They Feel About What They Do,* Terkel has written extensively about working people, their problems and their efforts for a better life. We are especially proud to have Studs as our speaker this year.

Special Quilt Raffle

Once again this year Francis Adcock, wife of retired carhauler Jim Adcock, has made a beautiful quilt that will be raffled off at the 1984 Convention. Tickets are $1.00 each or $10.00 for 15. If you will not be at the Convention but wish to order tickets, please write to TDU, Box 10128, Detroit, MI 48210.

SATURDAY

REGISTRATION 8:00 - 10:30 am
SESSION I: Save Our Contracts, Rebuild Our Union 10:00 - 12 noon

Chair: Mike Belzer, Local 705, Chicago
Welcome and Introduction: Ken Paff, National Organizer, Detroit
Overview of Convention: Maralee Smith, Local 142, Gary, Ind.
Speakers: Vince Meredith, Local 89, Louisville
Linda Gregg, Local 435, Denver
Bob Reilly, Local 705, Chicago
Eddie Hernandez, Local 707, New York City

LUNCH 12:00 - 1:00 pm
CONSULTATION TIME WITH TDU ATTORNEYS 12:00 - 1:00 pm
WOMEN TEAMSTERS MEETING AND LUNCH 12:00 - 1:00 pm
SESSION II: Workshops 1:00 - 3:00 pm

1. Building TDU Chapters
2. Shop Floor Organizing
3. Running for Office
4. Grievance Procedure (Arbitration)
5. Using the Grievance Procedure
6. Your Legal Rights as a Teamster
7. Being Effective at Union Meetings
8. Labor History
9. Understanding Your Pension and Recent Changes in Pension Law.
10. Tactics in National Contract Campaigns

COFFEE BREAK AND VIDEOTAPE SHOWINGS 3:00 - 3:30 pm
SESSION III: It's Our Organization 3:30 - 5:30 pm

Chair: Pete Camarata, Local 299, Detroit
Speakers: Ken Paff, National Organizer, Detroit
Julie Fosbinder, TDU Counsel, Washington, D.C.
Mike Johnston, West Coast Organizer, San Jose, Cal.
Nominations for International Steering Committee: Doug Allan, Local 208, Los Angeles

MEETINGS BY COMPANY 6:00 - 7:00 pm

- ***Consolidated Freightways***
- ***McLean***
- ***United Parcel Service***
- ***Signal Delivery***
- ***Roadway***
- ***Yellow Freight***
- ***Smith's Transfer***
- ***Preston Trucking***

BREAK AND COCKTAIL HOUR 6:00 - 7:00 pm
BANQUET 7:30 - 9:00 pm
PARTY, MUSIC, AND CASH BAR 9:00 - 1:00 am
SPECIAL LOCAL 710 TEAMSTERS MEETING 10:00 - 11:00 pm
VOTING FOR INTERNATIONAL STEERING COMMITTEE 10:00 - 11:00 pm

SUNDAY

BREAKFAST 8:30 - 9:30 am
VOTING FOR INTERNATIONAL STEERING COMMITTEE 8:30 - 9:30 am
LAWYERS' SEMINAR 9:30 - 1:00
SESSION IV: Jurisdictional Meetings 9:30 - 12:00 noon

1. Freight and Cartage
2. United Parcel Service
3. Carhaul
4. Miscellaneous, Grocery and Warehousing
5. Wives in TDU

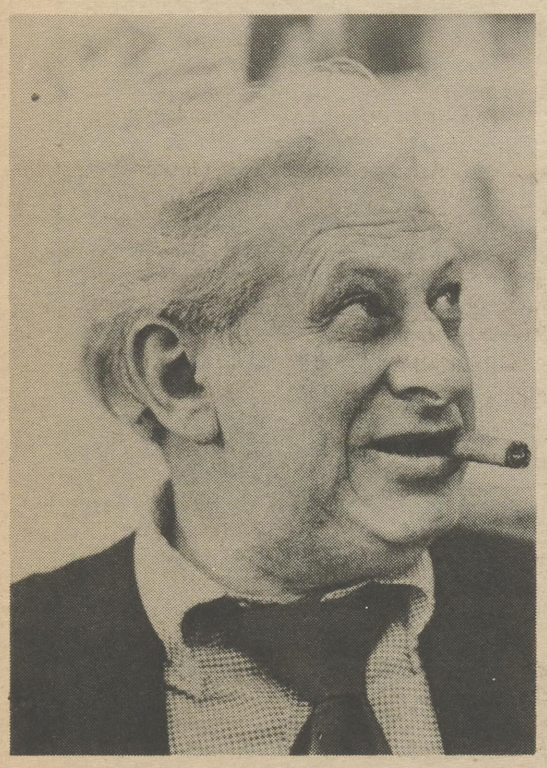
LUNCH 12:00 - 1:00 pm
SESSION V: Workshops 1:00 - 3:00 pm

1. The NLRB and How to Use It
2. Using and Improving Chapter Newsletters
3. Road Driver Safety and Health
4. "BLAST" and Redbaiting
5. After You're Elected
6. Public Speaking
7. Women and Minority Discrimination
8. Mini-Workshop: Change of Operations
9. Back Injuries Workshop

SESSION VI: The Road Ahead 3:00 - 4:00 pm

Chair: Bilal Chaka, Local 692, Long Beach, Cal.
Introduction of the New TDU Steering Committee, and Election of Officers

Convention — October 13-14



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GETTING TO THE CONVENTION

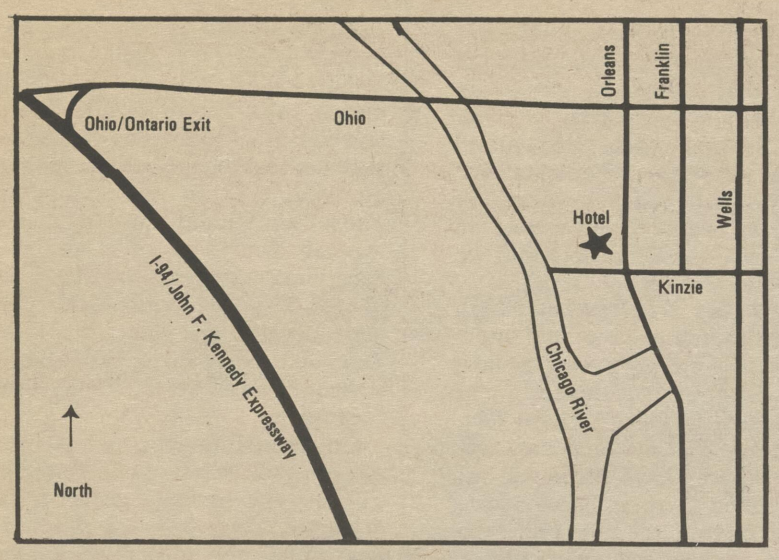
This year's Convention will be at the Holiday Inn Mart Plaza in downtown Chicago. All Convention activities and rooms will be on the same premises.

For car parking... The hotel parking is free for registered guests. For all others, the maximum charge per day is $6.50.

From the O'Hare Airport... Continental Airport Bus Service runs directly to the Hotel. Look for 'ground transportation' signs and ask for the right bus.

From Midway Airport... Take Continental Bus Service downtown to the Hyatt Regency Hotel (nearest stop to the Convention). From there, a cab ride will cost about $2.50.

Share a Cab! If you fly in with others, a cheap ride from both airports would be to share a cab.



WORKSHOPS—SATURDAY

1. Building TDU Chapters and Recruiting Members. Learn how to build membership, keep people involved and overcome apathy. Techniques for signing up members and planning projects will also be discussed.

2. The Steward's Role and Building Union Strength on the Shop Floor. Being a good steward is more than properly filing grievances. It involves building unity, tactical sense and knowing how to get the info that you need. Discussion of techniques and tactics for building unionism in the shop.

3. Running for Local Union Office. Techniques and strategies that can help win and build the rank and file movement.

4. Arbitration and the Grievance Procedure. The last step in many contracts is arbitration. How does it work, what kinds of cases are likely to win (or lose), and how to be prepared for a hearing. (A separate workshop is scheduled for grievance procedures using the joint panels.)

5. Using the Grievance Procedure. How to use the grievance procedure more effectively and an explanation of the mechanics of grievance handling.

6. Your Legal Rights as a Teamster. Learn about your rights in the union, on the job and as a rank and file activist. Know how to protect your people and guarantee your own rights.

7. Being Effective at Union Meetings. Learn how to get your point across more effectively and not be ruled out of order. Also, how to be prepared in advance to overcome obstacles. Basic parliamentary procedure is explained as well.

8. Labor History. Cornell University Professor of Labor History Nick Salvatore will give a presentation on the roots of the labor movement, emphasizing what it took to get organized.

9. Understanding Your Pension and Recent Changes in Pension Law. A presentation on the 'ins and outs' of your pension and what problems to look out for. Also, discussion of recent legislation.

10. Tactics in Upcoming Contract Campaigns. A discussion of tactics and strategies for the upcoming national contracts. How the rank and file can have an influence.

WORKSHOPS—SUNDAY

1. The National Labor Relations Board (NLRB) and How to Use It. Understanding recent developments at the NLRB. Also, how to make the best use of what rights and protections the NLRB provides.

2. Using and Improving Chapter Newsletters. How to produce a better written, better looking newsletter for your TDU Chapter. Tips on layout, cartoons, choosing articles and making headlines from an experienced labor educator and chapter newsletter editors.

3. Road Driver Safety and Health. Report from the Washington office on the work of the last year, and plans for the future.

4. "BLAST" and Redbaiting. What "BLAST" is and who formed it. Discussion of slanders against TDU and reformers which are orchestrated by certain officers or employers. Emphasis on how to effectively combat such tactics.

5. After You're Elected. A discussion of some of the problems and successes encountered by reform Teamsters who have won local union office. Ideas for revitalizing our local unions.

6. Public Speaking. Tips on getting your point across, being organized.

7. Discrimination Against Minorities and Women. Discussion on combatting discrimination based on age, race and sex on the job and within the union.

8. Mini-Workshop—Change of Operations. Discussion of change of operations, the problems that arise, and what can be done to prevent them.

9. Back Injury Workshop. To educate Teamsters whose jobs involve heavy work, frequent bending or twisting, lifting and vibration (truck driving) about ways to prevent back injuries. Proper body mechanics, restructuring work environments and organizing for safer working conditions will be discussed.

Register Early, Save $10

Teamsters and spouses, postmark your registration before October 1 and receive a $10 reduction in registration fee ($5 if registering for one day).

Name _____

Address _____

City _____ State _____ Zip _____

Phone ( ) _____ Local # _____

If registering for others, please give same information.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with costs. Those traveling between 500 and 800 miles (one way) receive a $10 reduction in registration fee. Those travelling over 800 miles receive a $20 reduction in registration costs. For flight information, contact the national office. (Everyone must pay for housing costs.)

MAIL TO: **TDU, BOX 10128, DETROIT, MICHIGAN 48210, Phone: (313) 842-2600**

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and also to attend the Rank & File Convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

CONVENTION REGISTRATION		# OF PERSONS	TOTAL
Saturday & Sunday	$70.00		
Saturday Only	43.00		
Sunday Only	28.00		
Fri. Dinner & Sat. Breakfast	16.00		

HOUSING COSTS (Includes Tax)		FRI.	SAT.	TOTAL
Single Occupancy	$60.00	☐	☐	
Double Occupancy	60.00	☐	☐	
Triple Occupancy	60.00	☐	☐	
Quad Occupancy	60.00	☐	☐	

(all rooms have 2 double beds)

CHILDCARE	# OF CHILDREN	

If you are not a TDU member or if your membership has expired, **JOIN NOW!** $25 for a year or $60 for a three year membership and subscription to **Convoy Dispatch**.

TOTAL AMOUNT

Less reduction for early registration and, if eligible, registration reduction due to distant travel.

TOTAL AMOUNT PAID

Members Defeat Rider at Wallack Freight

by Steve Agnostakios
and Mike Legutko
Local 816
Long Island, New York

For the last six years Local 816 has done anything and everything in its power to make life more comfortable for Wallack Freight Line of Copiaque, New York and less comfortable for the members who work there.

As the National Master Freight agreement was being busily negotiated about two and a half years ago, Howard Wallack, owner of Wallack Freight Lines, was also busy. His intention was to add to the list of concessions he had already unjustly obtained. He proposed that the probation period be extended to 60 days and, to top it all off, that the ninth and tenth hours worked be paid at straight time, instead of time and a half.

To insure against members' opposition, scare tactics were implemented. The old threat of moving the terminal was used. To further insure that the rider to the Master Agreement would be implemented, Local 816 insisted that the vote be under the ⅔rds rule, and not a majority vote. The local insisted on this even though the IBT Constitution clearly states that riders shall be approved by majority vote only.

After a while, a few men decided to get together and fight back. We contacted the IBT in Washington and explained everything. They told us that enough was given back in the National Agreement and no further concessions would be tolerated. They told us all we needed was a petition signed by 20 men. When Mr. Wallack found out about the petition, he informed us that if we got one more signature we would be fired. Of course, when the other men found out about this, the petition received very little support.

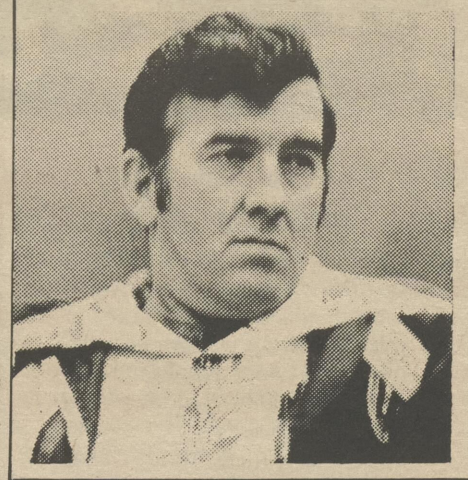
When informing the IBT about this threat, they told us there was nothing they could do without the petition. Catch 22! We then contacted TDU who set us up with some legal assistance and an ensuing lawsuit.

When it came time to vote again to continue the concessionary rider in June, some interesting events took place. In the 1982 and 1983 votes the majority voted against the yearly rider, yet it was implemented. This year, because of our lawsuit and better organization among the workers at Wallack, our representative, Vince Connell, announced there would be one vote only, not several as in the past two years.

The majority won again and we defeated the rider. When told of the results, Howard Wallack went into a tantrum, threatening to close the doors and reopen non-union. A petition was started by our "shop steward" asking for a revote. Repeated protests by the men put an end to this. We are now being paid scale with overtime as provided for by the Master Agreement.

Harassment, however, is continuing, and a brother has been fired unjustly. Howard Wallack told us he was going to make an example out of the fired employee to let us know how easily he can fire someone. The local let this blatant intimidation of the members at Wallack go by with barely a fight.

We hope this situation is soon corrected and will serve as a lesson to our brothers and sisters that when you let your local do what they please you get burned for not actively participating. We also hope that our small victory will let other employers know that the average American Teamster will not lay down when it comes to a fight. We would like to thank TDU for their support and for giving us a chance to air our problems.



I'll Be There

George (Clyde) Ragland
Trustee, Local 582
Spokane, Washington

I have been to three other Conventions and this time my wife, a grievance person in Steelworkers Local 4017, will be coming also. I believe that what needs to be done to the International Union needs to be done by the membership and the only way we are going to accomplish this is through an organization like TDU. I have supported TDU since I first heard about them seven years ago, and will continue to as long as the need is there.

Times Have Changed But:

Solidarity is Key to Strength

by Maralee Smith
TDU International Steering Committee
Local 142, Gary, Indiana

For years our officers have worked to build themselves empires while the rank and file watched but didn't understand what was happening. We enjoyed job security and a prosperous economy. Every contract that came up showed a gain for labor.

The NLRB worked for us—the working people—and the government seemed like it was making attempts to protect us through pro-labor legislation, protective agencies, and slow, but steadily improving working conditions.

To tell the truth, we really didn't *care* what our officers did. If they made a big buck, big deal. After all, we were doing well for ourselves also.

We were proud to be Teamsters. It didn't matter that Jimmy Hoffa was associated with the mob. That was just further proof that our union was invincible. We were tough. Men and women to be reckoned with. We were no small potatoes.

Well, Jimmy isn't here anymore. Most important, the good times have disappeared.

Job security is a thing of the past only to be read about on contract paper. How many of us can remember a "good" economy?

The NLRB is headed by the former counsel for the National Right To Work Committee. Government officials pass laws that help big corporations. Jobs are lost, unemployment lines grow shorter, and cheese lines get longer. Some government officials even tried to tell us that catsup is a vegetable.

Big business has promoted issues that keep the working people of the U.S. divided. They pit one group of people against another in an effort to keep us all in our place.

Well, union members are getting tired of being kicked and shoved. We know that union solidarity can work. It worked before. We know that unions were formed to protect us and to restore our dignity. We want that kind of unionism working for us again.

> *"Unions were formed to protect us. . . we want that kind of unionism again."*

But this time, blacks, whites, hispanics, men and women are all learning about each other, and we are learning to stick together. We could be standing on the threshold of one of the greatest union solidarity movements that this country has ever experienced.

How are we doing this?

Nearly every union in the U.S. is experiencing a rank and file movement. The Steelworkers, Autoworkers, public employees, hotel and restaurant workers, communications workers and others are uniting to take a stand for union democracy and a renewed labor movement.

Within the IBT, the rank and file has TDU. We are part of an organization of Teamsters that serves to put us in touch with other Teamsters from all over the U.S. and Canada. We share in each others victories and defeats. We learn from our mistakes. We are educating our brothers and sisters on the job. We are showing them that we do have a choice.

TDU members are exercising their right of free speech as protected under federal law. We are proposing by laws amendments that are designed to give the rank and file a voice in their local unions. Many TDUers are stewards and still others have achieved an executive office in their locals. Some will be delegates to the 1986 IBT Convention. We are making an impact.

I am proud of my TDU membership. I am proud to be counted among Teamsters like you who are willing to take a stand for democracy in our union. To those of you who belong to TDU, keep up the good work. If you have not yet sent in your membership, Join! We need you and you cannot afford to miss out on being a part of one of the most dynamic rank and file movements in the United States.

And don't forget the convention in October in Chicago. You really can't afford to miss it. This is your opportunity to meet Teamsters from across the country with ideals and goals similar to yours. You will meet union activists who are fighting hard for your rights. It will be an opportunity to become educated by attending workshops that are designed to aid you in your union and on the job.

Last year I attended my first TDU convention. I left knowing that I was a real part of a fight to restore this union to the high standards which it originally stood for.

Send in your registration soon. I'll be there — and I'm looking forward to meeting *YOU*.

St. Louis Taxi Strike Against Union-Busting

Three of the eight taxi companies operating out of St. Louis' Lambert airport have been on strike since the end of July. The drivers have been locked out of their jobs because of their refusal to sign individual lease agreements with the companies. These agreements would deprive the cab drivers of paid sick leave, vacations, medical coverage, and holidays, as well as taking on many tax burdens and legal liabilities. The taxi companies are running scabs in an attempt at union busting.

Union busting got a toehold at the airport two years ago when Local 610 lost the limosine drivers. Taxi drivers in Local 688 fear this is the goal of all the airport employers. There is also concern that Local 688 should be doing more to win the strike, including following scab cabs with roving pickets, protesting government bias in the strike, building more union support for the strikers, and advertising a boycott of the scab operations.

These strikers deserve the maximum support of all Teamsters and unionists in the St. Louis area.

Hang UPS News of UPS Workers

Bauman v Presser Legal Briefs Available.

A copy of Judge Bryant's decision and the legal briefs submitted in the recent trial are available from TDU. Price is $10 for all documents, and $5 for the judge's decision only. For copies write to TDU, Box 10128, Detroit, MI 48210.

Believe it or Not — Did Casey Leave Money in Will?

Rumor has it that the bonus money is actually money that Jim Casey left in his will to be given to all UPS employees. The rumor has passed from feeder driver to feeder driver across the country. Maybe the reason it is so popular is that it is so easy to imagine it's true. Just to make sure, TDU Counsel is investigating.

Quote of the Month.

"Maybe this time the UAW will stick to its guns and force the company's to let the members taste a little of the good times," Jackie Presser was quoted as saying in the Summer Edition of the *Ohio Teamster*. Big words from the man who wants to give one of the country's most profitable companies a concession contract for three more years. For details on the recently negotiated UAW contract see page 5.

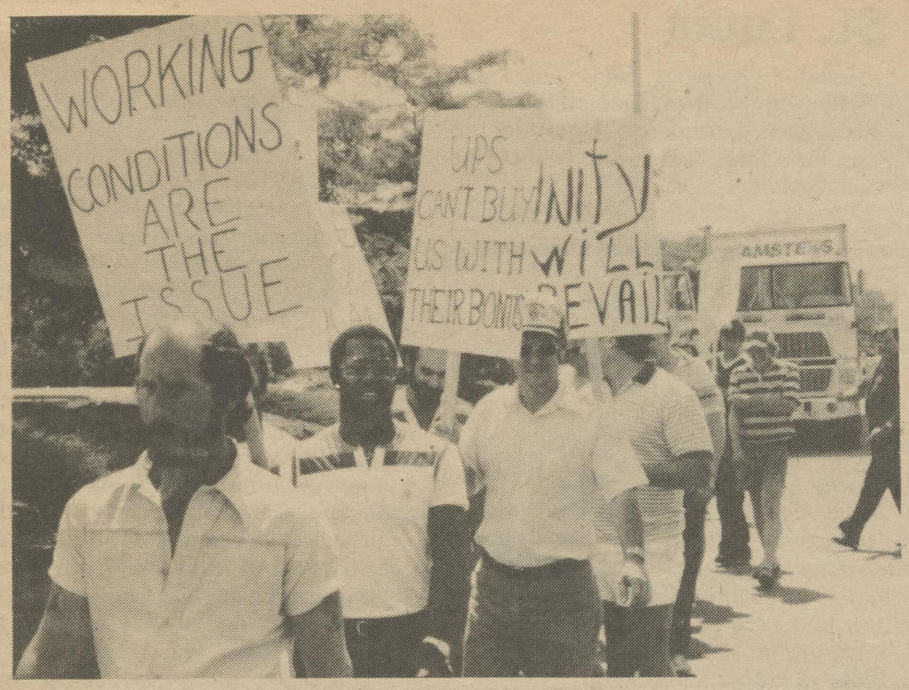
Supervisor Panics in Fresno, California.

The center manager at the Fresno center reportedly freaked out when a driver showed early at work to pass out TDU contract bulletins. He ran out and locked the gate, preventing drivers from getting inside and giving them time to talk about the contract outside.

Unexpected Response.

After reading UPS' prepared statement on the TDU lawsuit, a Portland, Oregon supervisor told drivers that,"it doesn't seem right that four drivers should represent you." One driver was quick to respond with, "well, that's three more people than negotiated the contract."

Connecticut UPS Teamsters Picket Contract.



Well over 100 UPSers from Hartford, Connecticut and other New England areas set up a picket on August 24 to let UPS know their feelings about the contract extension.

continued from page 1

our right to collective bargaining and a fair contract vote. We felt strongly this was a concession we could not give to Jackie Presser or anyone else."

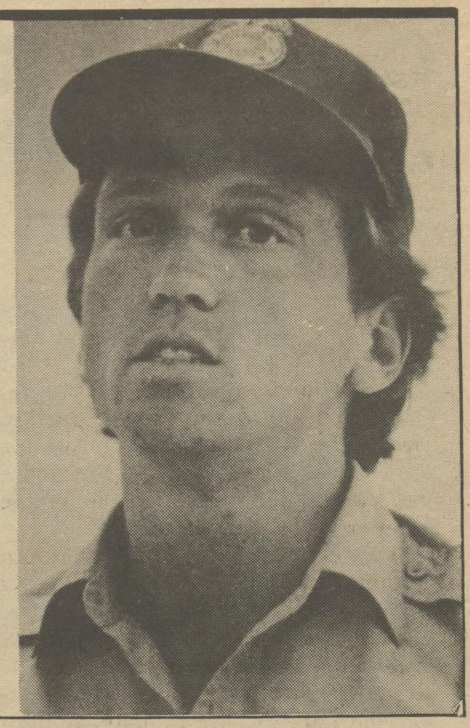
We now have a legal precedent in the NMFA and all future contracts that will make it a lot less likely that Presser will be able to try the same trick again. As freight Teamsters go into the contract proposal meetings being held this month, they start with one more protection, thanks to this TDU victory for democracy.

Emergency UPS Meeting
October 13-14
Holiday Inn Mart Plaza
Chicago, Ill.

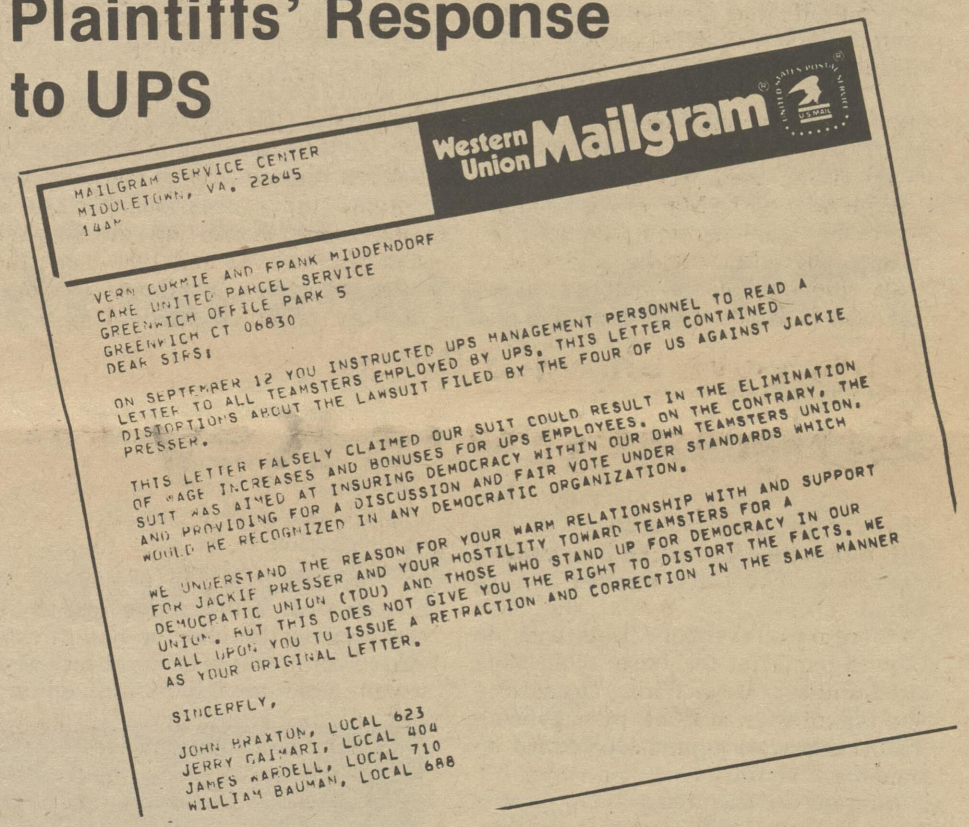
I'll Be There

Joe Fahey
United Parcel Service
Local 912, Watsonville, California

Whenever there were problems at work, the local wasn't there. When UPS workers across the country needed organization and fair contracts, the International wasn't there. But when problems that were ignored get solved, when people who have been kept apart get organized, when workers who have been kept in the dark get informed, you can bet that TDU is there. I'm coming to the Convention because pound per pound TDU is the strongest muscle for improving our union.



Plaintiffs' Response to UPS



Western Union Mailgram

MAILGRAM SERVICE CENTER
MIDDLETOWN, VA. 22645
14AM

VERN CURRIE AND FRANK MIDDENDORF
CARE UNITED PARCEL SERVICE
GREENWICH OFFICE PARK 5
GREENWICH CT 06830
DEAR SIRS:

ON SEPTEMBER 12 YOU INSTRUCTED UPS MANAGEMENT PERSONNEL TO READ A LETTER TO ALL TEAMSTERS EMPLOYED BY UPS. THIS LETTER CONTAINED DISTORTIONS ABOUT THE LAWSUIT FILED BY THE FOUR OF US AGAINST JACKIE PRESSER.

THIS LETTER FALSELY CLAIMED OUR SUIT COULD RESULT IN THE ELIMINATION OF WAGE INCREASES AND BONUSES FOR UPS EMPLOYEES. ON THE CONTRARY, THE SUIT WAS AIMED AT INSURING DEMOCRACY WITHIN OUR OWN TEAMSTERS UNION, AND PROVIDING FOR A DISCUSSION AND FAIR VOTE UNDER STANDARDS WHICH WOULD BE RECOGNIZED IN ANY DEMOCRATIC ORGANIZATION.

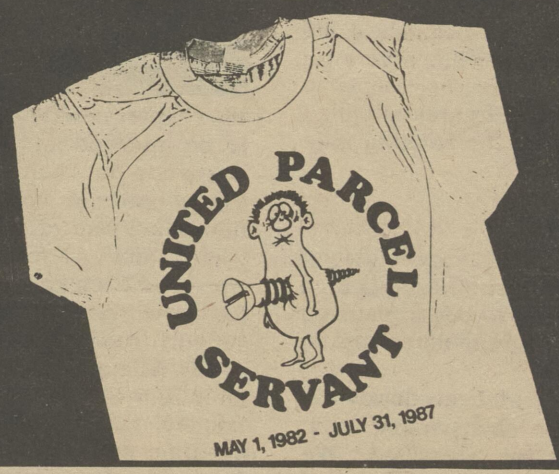
WE UNDERSTAND THE REASON FOR YOUR WARM RELATIONSHIP WITH AND SUPPORT FOR JACKIE PRESSER AND YOUR HOSTILITY TOWARD TEAMSTERS FOR A DEMOCRATIC UNION (TDU) AND THOSE WHO STAND UP FOR DEMOCRACY IN OUR UNION. BUT THIS DOES NOT GIVE YOU THE RIGHT TO DISTORT THE FACTS. WE CALL UPON YOU TO ISSUE A RETRACTION AND CORRECTION IN THE SAME MANNER AS YOUR ORIGINAL LETTER.

SINCERELY,

JOHN BRAXTON, LOCAL 623
JERRY CALMARI, LOCAL 404
JAMES HARDELL, LOCAL 710
WILLIAM BAUMAN, LOCAL 688

On September 12 UPS had supervisors read a prepared statement at AM Meetings across the country, which falsely stated that the TDU lawsuit would lead to the elimination of the bonus. The four plaintiffs in the lawsuit demanded a retraction from UPS in the mailgram shown above.

Get Yours at the Convention



TDU members out of Jacksonville, Florida had these t-shirts made up after Presser's contract deal was announced. They'll be on sale at the TDU Convention for the special price of $6 each. Plan to be there!

Contract Setback at Grant Hospital

Laurie Tanenbaum, Steward
Local 743, Chicago

After 3½ months of contract negotiations, less than half of the the Local 743 members at Chicago's Grant Hospital voted on a three year contract that will set hospital workers back ten years. Highlights of the contract are: no language to stop the practice of cutting and changing hours to suit the whim of a department head; no language stopping harassment and speed up which the hospital uses to justify lay offs and shortened work weeks; a Blue Cross/Blue Shield plan in which only Grant Hospital facilities can be used or a $1,000 deductible is charged; broadening of management's right to rotate up to 20% of all employees from one shift to another; the introduction of part-time workers who will receive almost no benefits, with no contract language about using these workers to replace fulltimers and the introduction of a three tiered wage scale in which new employees will receive less than $6 per hour.

Hospitals, like other businesses, are aggressively seeking to cut back on their labor costs and undermine years of struggle to win decent working conditions. The issue is control.

Negotiations

Going into the negotiations certain problems were glaring. The hospital had commissioned a time study in the food service and housekeeping departments. Using those "results" they justified layoffs, cutting and changing work hours, and combining jobs, along with a speed up program. The Union BA, Bob Simpson, had refused to consider these as serious issues.

Despite these assaults, only one meeting was called with the whole membership to figure out contract demands. Stewards did meet with the BA several times, but never in three years was a strategy for these contract negotiations ever raised by the union with the stewards or the whole membership.

But even with the lack of democratic discussion, the membership went into the contract talks with a fighting spirit. A vocal rank and file group, *Concerned Union Workers*, was formed to keep an eye on negotiations and make sure that demands for certain job protection language were being addressed. Over the last several years the membership had slowly become more demanding of the union leadership.

That spirit to fight soon broke down due to the refusal of the BA to involve the membership in forming any new strategy for halting the hospital's assault on the workforce. This refusal to utilize the membership's intelligence, creativity and strength took its toll on the stewards and the members. On August 30, the negotiating team caved in. With the hospital holding a raise as hostage, the negotiating team agreed to recommend a contract that would set us back by ten years.

I'll Be There

Laurie Tanenbaum, Steward
Local 743, Chicago

Last spring I was looking forward to everything I could learn in the workshops, and trading stories with Teamsters from all over the country. Now I'm recuperating from the worst concession contract I've ever been a part of.

Besides the education and stories, I intend to get my spirit nourished and cared for by being part of this incredible gathering of Teamsters.

As a member of the negotiating team, of Concerned Union Workers and of TDU, I see certain lessons in this incredible and painful set-back.

When something happens that we are stunned by, that is the time to meet and talk to each other. It's no good to sit back, whether in shock, anger or hopeful trust and wait for the union. It's no good to wait for a magical day of unity when all of us will stick together. Those who understand the struggle must decide that our worklife and our union will only change if we continue to meet and give voice to the issues that we agree on, and planning, together, what changes we'll make.

TDU Chapters on the Move—

Lansing, Michigan

Lansing drivers are reacting to the shock of being switched from C&J into the Leaseway-Anchor Motor Freight operation. Forty-five drivers and an equal number of wives and kids gathered for a terrific pig roast on September 22 at the home of Lansing Anchor driver Gene White. Organizing the pig roast was done by a Lansing TDU carhaulers committee headed up by Alex Kubilis.

Joining in the affair were guests from Leaseway Motorcar in Pontiac, Jim Carothers, steward at Commercial Carriers in Detroit, and other members of Lansing TDU. A large group of drivers and their wives will be attending the TDU Convention in Chicago October 13-14.

Fueling the organizing drive in Lansing are concerns over the upcoming contract and anger over the imposition of a running mile deal between Lansing and Texas. Local 580 members are concerned that their local seems to have taken no steps to question the meager figures supplied by Anchor to justify the running mile cut in pay.

Atlanta

TDU's newest local chapter got off to a great start as over 50 Atlanta area Teamsters gathered to begin plans on building the rank and file movement in their area.

Dennis Carlson, McLean dockworker and temporary chairperson, said, "We needed to be organized. We believe that, together, as an organized group, we can be heard and we can get things done to protect us and bring better working conditions and representation to the members."

The chapter has already held a cookout to get to know each other, put out a local newsletter, and are taking collections at work and holding a garage sale to help subsidize costs for a delegation to be sent to the TDU Convention in Chicago.

Along with the active support of Teamsters, the chapter has stressed active involvement of wives in making a strong chapter. Milly Grant, editor of the chapter newsletter said, "We have to be involved and supportive of our husbands in their efforts to make things better at work. After all, when things are bad at work it affects the whole family. I feel real good about what I've been able to contribute, and I hope we see a lot more activity and support from the wives."

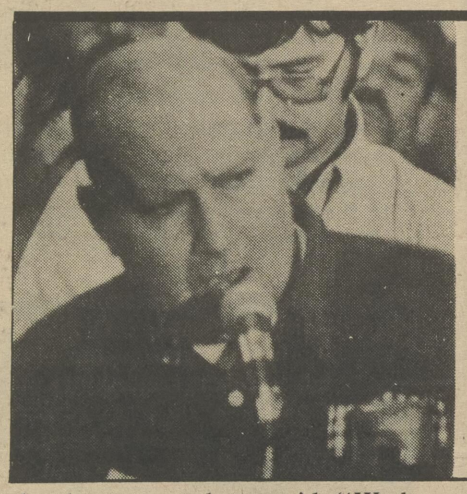
The Atlanta chapter will be holding their first official chapter meeting on Sunday October 7 at 3 pm. The meeting will be held at the Cedar Grove Christian Church Pavillion, 3060 Bouldercrest Rd, in Ellenwood. On the agenda will be proposals for putting laid off Teamsters to work, discussion on the upcoming National Master Freight Agreement and a progress report on chapter activities.

St. Louis

In late September, 60 St. Louis area TDUers and fellow Teamsters met to discuss the national contracts and also plan for a large delegation to the TDU Convention.

Speakers included TDU Organizer Ken Paff, who spoke about the urgency of the upcoming freight contract, and Bill Bauman, chief steward for UPS Teamsters in St. Louis Local 688. Bauman reported on the successful TDU lawsuit he was involved in, and was interviewed on TV news that evening as well. For his role in the lawsuit, he received a standing ovation from the meeting.

TDU Local 600 chapter Chairman Cliff Coonley reported on local ongoing activities. Several new members joined TDU at the meeting and a good collection helped pay for the travel costs of the TDU Organizer to be at the meeting.



I'll Be There

Archie Cook
Scot Lad Foods
Chicago, Illinois

I'll be there to meet with my brother and sister Teamsters, to learn how to better protect our rights, our working conditions and contracts. I hope to see my fellow rank and file Teamsters from Chicago Local 705 there so we can make plans to build a stronger, more democratic local.

Cal. Cannery Contract News

California cannery workers are gearing up for what is expected to be a big fight when their contract expires next June. On August 29 Tri Valley Grocers Co-op announced their intention to pull out of the Master Contract and negotiate separately next year. Tri Valley is the largest of the 21 companies in the Master Cannery Contract which covers 50,000 workers.

When California Canners and Growers (Cal Can) filed for bankruptcy last year, Tri Valley signed a lease with an option to buy on the four biggest Cal Can plants. This summer Tri Valley moved production from plant to plant and reminded workers that if they don't work hard enough, their plant might be the one that ends up closed. The companies end goal is to weaken the contract or eliminate it altogether. Pulling out of the Master Agreement is the first step towards this, allowing them to cut side deals with one or another of the several locals which cover Tri Valley workers.

The union has responded by threatening to target Tri Valley in the upcoming cannery negotiations. This would nullify Tri Valley's attempt to negotiate separately because their contract would set the pattern for the rest of the industry.

Meanwhile, cannery workers are organizing to back the union up in negotiations and to pressure them in key areas such as on plant closings. The local rank and file groups have pulled together into a cannery network, with their regional newspaper *Rank and File Voice* helping to organize meetings throughout northern California. Contact TDU, P.O.Box 8548, San Jose, CA 95155 (408) 971-1035 for more information.

Political Situation Raises Questions

Locals Balk at Presser Endorsement

On August 31 Jackie Presser surprised no one when he announced that he and the General Executive Board of the IBT endorsed Ronald Reagan for reelection. After losing the relief rider and the ITU merger very badly by membership votes, he may have picked a winner this time. But in doing so he has apparently isolated himself even more within the union and raised many questions at the same time.

A number of local unions and joint councils have balked and repudiated the endorsement or have endorsed Walter Mondale instead.

Joint Council 56, based in Kansas City and covering half of Missouri and Kansas, and Minnesota Joint Council 32 have both endorsed Mondale. The president of Western Pennsylvania Joint Council 40, Jim Beros, criticized the endorsement and his own Local 585 endorsed Walter Mondale.

The largest Teamster local, Chicago Local 743, voted to endorse Mondale. Local 743 is headed by International VP Don Peters.

Other locals endorsing Mondale are: San Francisco Local 315, Sacramento Local 150 and Seattle Local 174. In Presser's home town of Cleveland, Local 407 took a membership poll which favored Mondale, and the local thus endorsed him.

Reports from a number of other cities indicate that almost all local officials and joint council officials are upset with Presser on this matter. Ironically, most of these officials go along with whatever the International says on internal union matters, but are more vocal on this one.

Presser and Politics

Of course Jackie Presser has the right to endorse whoever he wants, and no doubt many Teamsters will agree with his choice, while others disagree. But the issue of the reason behind his choice seems significant in this case. For months there has been speculation of a deal between Presser and the administration to keep him from being indicted in return for an endorsement.

Presser's uncle, Allen Friedman, and crime figure Jack Nardi were convicted in 1983 of embezzling union funds in the Local 507 ghost employee scam. Presser signed each and every check in the scam, hundreds of them. The Organized Crime Strike Force in Cleveland and the US Attorneys Office have recommended to Washington the indictment of Jackie Presser.

The Reagan Administration has been very openly friendly to Presser despite the potential indictment. Vice President Bush appeared personally with him to accept the endorsement, for example. Obviously an indictment now would be politically embarrassing, so it is widely believed that the indictment has been at least postponed until after the election.

Clearly the whole political situation of Jackie Presser has raised a lot more questions than it has answered.

As I See It

Jim Wardell
TDU International Steering Committee
Local 710, Galesburg, Illinois

Note: TDU makes no political endorsements as a matter of policy as set out in our constitution. Any viewpoints expressed here on Jackie Presser's endorsement of President Reagan are those of the author. Divergent viewpoints on this issue are welcome, though space is limited.

Teamster President Jackie Presser has announced his support for Ronald Reagan's bid for re-election. By backing one of labor's greatest threats of the 20th century, Presser is once again showing his distance from the labor movement. Not only has Presser (who makes $500,000 a year) insulted the labor movement, but he has completely disenfranchised the working members of the Teamsters union.

In 1976, when 288,000 Teamsters responded to a poll on who the IBT would support for President, the General Executive Board decided that they did not have enough of a return to back either candidate. This time only 25,000 responded to the poll and 13,000 allegedly backed Reagan. Is this enough input to back a candidate when 288,000 wasn't enough in 1976? Would there be some other reason for Presser to back President Reagan? Let's look into Reagan's labor record.

Since Reagan has been in office, OSHA has encouraged unjustified exemptions that eliminate millions of workers' rights to routine safety and health inspections, restricted the rights of workers and representatives to require an OSHA inspection of their workplace, and sought to eliminate thousands of substances from the list of chemicals covered by OSHA's access to exposure and medical record standards.

In 1982 the Reagan administration proposed to liberalize regulations that restrict hours of work for 14 and 15 year olds and broaden the range of jobs young people could be hired for.

The Reagan administration also has tried to weaken America's oldest labor standard: the 8 hour day. The administration wants to raise the daily overtime standard to ten hours from eight hours for workers employed by companies with government contracts.

In the case of the air traffic controllers it sent a clear signal that it would be a harsh and unforgiving foe.

The administration has also thrown its support behind amendments to the criminal code that would make certain activities on a picket line a federal crime. These Hobbs Act amendments would only apply to unions and not to company managers or strike breakers.

Perhaps the most reprehensible administration ploy has been to prevent the NLRB guaranteeing workers their rights to organize and be represented by the union they choose.

The Reagan administration has consistently appointed people with seemingl little understanding or appreciation of workers and labor unions to head the very agencies that are charged with responsibility to protect workers' interests: the Department of Labor, the NLRB and the Occupational Safety and Health Administration. Many of the appointments have been drawn from the ranks of the National Right to Work (for less) Committee.

President Reagan's first choice for the chairman for the NLRB points out the problem. It was John van de Water, a management consultant who helped his many employer clients defeat union organizing campaigns. His nomination did not clear the Senate. Donald Dotson, Reagan's second nominee, is considered the nation's #1 union buster by the AFL-CIO.

As you can see, with Reagan's labor record there must be another reason for Presser's support. I think Presser is more concerned with his own personal problems than the concerns of the 1.7 million rank and file members that make up this union.

Carhaul Notes:

Anchor: Who's Being Honest ?

The question of the accuracy and honesty of Anchor's figures to justify running mile proposals has been brought into sharp focus by the efforts of Wilmington Local 326 to pursue the negotiation process provided for in Article 22 of the carhaul contract. When Local 326 asked to see how Anchor's figures were arrived at, they received changing answers and refusal to provide information to back up the figures. Both the law and the contract require the company to provide such information.

After the National Carhaul Panel refused to support Local 326, the local went to the NLRB which has charged Anchor with failure to bargain in good faith. The company has responded with a hopeless, but time consuming, challenge to the jurisdiction of the NLRB. As the case progresses, we will keep the members informed.

Anchor Age Hypocrisy

If anyone doubts the seriousness of the company's push for the running mile, Anchor President Tony Kosak makes it quite clear in the latest issue of "Anchorage," the company magazine. After defying the law and the contract in the Wilmington case, Kosak has the nerve to say, "What we need is honest, sincere dialogue to present all the facts, not the emotion."

If their case for the running mile is so good, why won't they open up their books? Why do they cook up their figures? Why don't they let the members vote on it?

The running mile is being presented as a limited proposition—to cover just some new, long haul business. Remember when half rate backhauls were to be a limited matter? Now Anchor's Chesapeake terminal manager tells drivers that they will go from having no half rate backhauls in Chesapeake to having nothing but half-rates when they handle the same traffic out of Baltimore.

In June, *Convoy Dispatch* revealed a secret memo from Leaseway's tanker division which described a special "Labor Committee" with a step by step plan to "completely restructure the labor contracts of our division." Does anyone doubt Anchor will do the same in carhaul—unless carhaulers fight back on a united basis?

In our next issue we will present a complete dissection of Kosak's *facts* and arguments. But between now and then, every Anchor terminal should make sure they are represented at the special carhaul meetings at the TDU Convention October 13-14. That will be the most important step in building a united fight for a decent carhaul contract.

Over 45 carhaulers gathered at a pigroast in Lansing, Michigan on September 22. A Lansing delegation will be at the TDU Convention.

The lower tier pay rate for new yard workers is more widespread than most of us realize. Did you know there is only one top rate yard employee in the new Wentzville, Missouri, facility of Complete Auto Transit? The same is reportedly true of the facilities in Shreveport, Louisiana and in Morraine, Ohio.

Things are so bad in Local 822 in Viginia Beach that employees who prepped Volvos there voted to switch to the UAW by a vote of 118 to 9 for the IBT. Sixty voted for no union.

Action Needed Now

Proposals to Improve NMFA

Proposal meetings have already been held in many locals and there are some meetings remaining. What's coming through loud and clear from freight Teamsters everywhere is the need for the National Negotiating Committee to focus in on some key issues that will strengthen our contract, protect jobs, and stop the fall in our standard of living. Here are some of the demands that members all over the country are submitting and supporting.

Economics and Concessions

• **Restore the Cost of Living** as it was prior to the 1982 concessions. (Added to wages semi-annually, with a ".3" formula.) This is a minimum demand. The UAW and many other unions have far superior clauses.

• **No More Concessions**. No two-tier wage scale. Eliminate the 70% wages in Pennsylvania and Maryland.

• **Wage Increases**. To make up for some of our losses to inflation. A three year wage freeze was long, and a six year freeze would be unbearable. No substituting a "bonus" for real wage improvement.

Benefits

• **Pension Increases**. Most funds have had no increase in six years. Increase employer contributions to provide a pension boost of at least $250 a month. (See UAW comparison on page 5.)

• **Protect Health and Welfare**. A guarantee in the contract of no cuts.

Jobs and Conditions

• **Strengthen Article 32 and Enforce It**. Stop the diversion of road jobs to brokers. Stop double breasting.

• **Preferential Job Hiring List for Teamsters**. Create a preferential hiring list in each area, consisting of employees of companies which have ceased operations, dovetailed in seniority order. Add contract language to require employers to hire off the top of this list. Protect our unemployed Teamsters.

• **Curtail Use of Casuals**. Strong contract language to require hiring full time instead.

• **Voluntary Overtime** to provide more jobs. Give road drivers the option of working less than the legal maximum, such as voluntary dispatch after 40 hours worked. Curtail "babysitting the phone." Voluntary overtime for city and dock. No overtime when employees are on layoff.

• **Increase Time Off Benefits** to provide jobs and better conditions. Also, allow voluntary layoffs in seniority order from the top.

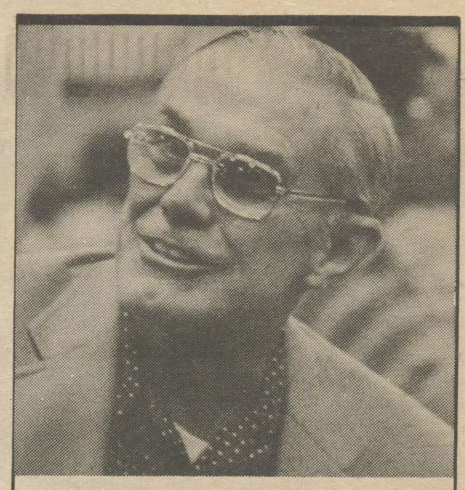
• **Stop Production Harassment**. Eliminate warning letters for petty harassment. Require local union endorsement for work rule changes.

• **Innocent Until Proven Guilty**. Burden of proof should be on the employer to stop harassment and protect jobs. No rewriting of the contract in grievance and change of operations hearings.

Union Procedures

• **Democratic Ratification**. No secret deals. There must be time to consider any proposals, and union meetings must be held, **before** any ballots are mailed.

• **Defend and Extend the Contract**. Our jobs and future depend upon the union working to extend coverage of the NMFA. Signing at the large companies and letting the rest fend for themselves could spell the end of the NMFA in the future. Organize the unorganized companies.



I'll Be There

Bob McGinnis
Transcon
Local 710, Chicago

At 62 years old, I'm one of the oldest active "dissidents" in TDU. I'll be at the Convention to continue the fight for better representation, an end to pension and Health and Welfare abuse, and an end to corrupt leadership. After all these years, it's too late to stop now.

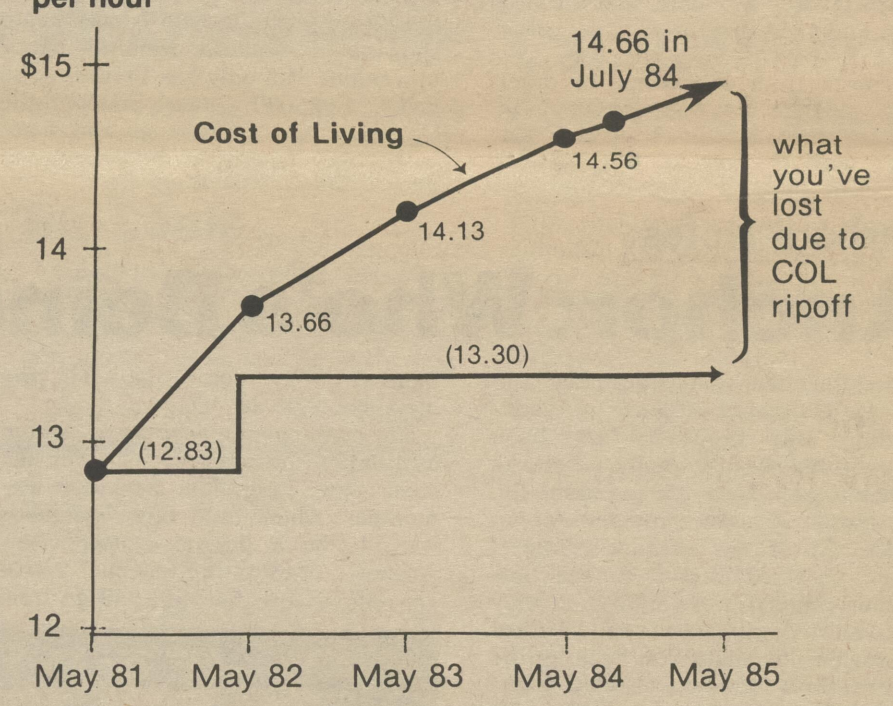
Profit

Carrier	Revenue	Op. Ratio	Net Earnings
ABF	$349 mil.	98.18	$3.48 mil.
American Freight	268 mil.	95.70	6.60 mil.
ATL	193 mil.	99.33	– 2.54 mil.
Carolina Freight	327 mil.	92.89	11.54 mil.
Central Transport	213 mil.	90.72	18.98 mil.
CF	1,116 mil.	91.51	56.34 mil.
Garrett	168 mil.	94.73	3.48 mil.
McLean	519 mil.	101.18	.87 mil.
Pilot	188 mil.	104.21	– 9.46 mil.
Preston Trucking	263 mil.	95.48	6.63 mil.
Roadway	1,259 mil.	89.62	99.49 mil.
Ryder/PIE	1,006 mil.	96.85	10.83 mil.
St. Johnsbury	209 mil.	94.10	4.65 mil.
Smiths Transfer	315 mil.	97.43	3.87 mil.
Transcon	284 mil.	96.73	4.68 mil.
Yellow	1,058 mil.	92.63	48.03 mil.

Revenues, operating ratio and net profits after taxes for a number of major NMFA companies for 1983. Many of the large ones enjoyed record profits. Source: **ATA Financial & Operating Statistics**.

Loss

What Loss of COLA Has Cost You



As of July 1984, if you work under the NMFA and receive full union scale, you are making $1.36 per hour *less* than you were in May 1981, in terms of buying power. This is no speculation, it's a fact, based on the Consumer Price Index of the US Department of Labor Bureau of Labor Statistics.

By May 1, 1985, when the NMFA comes due, you will be making approximately $1.76 *less* than in 1981. No one expects a $1.76 raise next May, so you will go into the next contract well behind where your standard of living was in 1981.

Of course, unions long ago came up with an answer to this situation, called a *cost of living clause* (*COL*) which at least partially helps us keep up with inflation. This is why it is crucial to restore the cost of living clause which was given away in 1982 (diverted to pay H&W, which previously was paid by the employer).

If our COL is not restored in 1985, you will fall farther and farther behind in your standard of living. In fact, the last three years have had relatively low inflation, and there is no reason to expect this will continue indefinitely.

So without getting back our COL clause, you could be over $4 an hour behind where you were in 1981. You can forget about those 'extras' like saving money for kids to go to college.

The answer? Don't settle for a small lump sum raise (50c or whatever) but demand full restoration of our COL in the contract, paid to our wages, semi-annually, just as it was prior to 1982.

JOIN TDU!

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐

Construction☐ Production☐ Other_____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**

☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)

☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)